

1:00 p.m. Welcome Paul Berry

Call to Order Chair, Virginia Latino Advisory Board

Meeting Overview

- Greeting from Paul, called to order at 1:06 PM

1:07 p.m. October Meeting Minutes Approval Alex Guzman

December Meeting Agenda Adoption Secretary, Virginia Latino Advisory Board

Motion Lyons

Seconded: Sergio

Passed with recommended changes*

Motion: Karina

Second: Lyons

Eliminating goals for the year section

Replace goals with new business items*

Agenda adopted

1:10 p.m. Public Comment Alex Guzman

Secretary, Virginia Latino Advisory Board

- Daniel Aranda- Diversity and Inclusion profession from Arlington VA

Stephany Ospino, for Gerry Connely

Roberto Quinones, public advocate

Glencora Gudger DBHDS

- BH Equity Consultant—wants to do outreach and programming with the Latino/Hispanic community at large
- Not center of expertise and not integrated into the community, so relying on the Board to develop and pitch programming, insights, and connections
- Paul is connecting Glencora with Board Members
- Cecilia offered an invitation to the Health Committee
- Aida applauds dept for taking leadership in establishing multicultural office.
- Urges her to work with CSBs

Michel Zajur

- Hispanic Chamber—needs assessment for the community, asking for help pushing it out.

Roberto Quiñones

- Disparity study on state government contracts coming out
- Study re: state's creation of an individual retirement plan for those who do not have access through their workplace

1:20 p.m. Chair's Report Paul Berry

Chair, Virginia Latino Advisory Board

1:30 Paul provides the Chair's report

VAMA conversation

New Americans advisory board

Cecilia and Sergio have been fundamental in pushing health outreach during COVID

Round of applause for Aida for completing service on Complete Count Commission

Rodrigo—21 years in the US

1:30 p.m. Board Administration Update Suzanne Holland

Special Assistant for Advisory Board Administration

- Take a moment after the meeting, go to the website, and ensure the website and biography are on there
- vlab@governor.virginia.gov
- New member oath of office—complete ASAP
- Facebook account we try to keep up to date
- The Board's Charge—role is to advise the Governor. As we come up on the next legislative session, remember that the goal is to create the report for the governor. It's not to advise legislators or endorse legislation
- Tracking recommendations—on track
- Year ahead—2021 meetings
 - Overview of timeline for full meetings, committee meetings, and annual report

1:35 p.m. Hispanic/Latino/Latinx Outreach Maribel Castañeda

Update Director of Appointments and Director of

Hispanic/Latino/Latinx Outreach

- Updates on outreach efforts
- DMV driver privilege card
 - Customers can apply beginning 1/2/2021
 - Website dedicated to new credential
 - Guidance coming from DMV about how to apply to DPC

- DMV reaching out to community
 - Big communications plan to reach Latino community
- VA Immigrant Advocate Summit Remarks
- Juventud de Virginia Panel Planning for a Bright Future
- Dec 9 Vaccine Community Conversation with Hispanic/Latino Community
- Dec 14 Driver Privilege Card Information Session in Spanish
- Latino Community Series
 - COVID next steps
 - New programs—housing small business, DPCs
 - Office of Diversity, Equity & Inclusion
- Boards and Commissions
 - 54 Latino/Hispanic Appointments
 - 115 Latino/Hispanics Appointed
 - 4 Latinos since 10/6
 - Most Latino appointments

To start, I wanted to highlight an effort I've been doing outreach for and that is the DMV's driver privilege card update. Customers will be able to apply for a DPC beginning Saturday, January 2, 2021. A web page (www.dmvNOW.com/dpc) dedicated to the new credential that is live. The webpage gives detailed information on who is eligible to apply, how to make an appointment to apply, and the documents an applicant will need to provide to obtain a DPC. DMV is also creating a new publication detailing the same topics that will soon be available in hard copy and online.

In addition, DMV has reached out to community organizations and other interested stakeholders to identify outreach opportunities, including virtual community meetings and conference calls. As customers may begin scheduling appointments to apply for DPCs, DMV is prepared to offer DPC experts virtually to provide information and answer questions regarding the credential. They can also provide additional resources, such as a comprehensive PowerPoint presentation, a brochure, driver's manuals in English and Spanish, and social media messaging upon request. DMV's communication plan also includes radio, television, and social media outreach. If you would like to schedule a DMV representative to speak virtually at a town hall or other virtual event, or if you would like any of the additional resources listed above, please contact Jessica Seier - Jessica.Seier@dmv.virginia.gov. I'll drop her information down below if you want to put an event together on driver privilege card updates. Please share this information widely with your networks as this is an important update and resource. The concerns from organizations and leadership at DMV is that testing will be the hardest part of obtaining this Driver Privilege Card so we need to prepare the Hispanic and Latino community now.

- Jessica.Seier@dmv.virginia.gov

On events:

- November 16th – I provided closing remarks for day one at the Virginia Immigrant Advocates Summit organized by the Virginia Coalition of Latino Organizations or VACOLAO. The summit is an annual event that brings together hundreds of Virginia immigrant advocates statewide to learn, discuss and act on. A big thank you to Edgar Aranda-Yanoc for inviting me to be a part of the summit. It was an incredible moment for me as an immigrant to share my story and share how the administration continues to support this community. I'll share the Facebook page if you want to catch their really informative sessions.
 - <https://www.facebook.com/vaimmigrantsummit/>
- On December 2nd – we held our Planning for a Bright Future – Juventud de Virginia webinar to Share resources and opportunities after high school. I was joined by Jessica Costa from the Virginia Department of Education and VLAB's very own Lyons Sanchezconcha and Karina-Kline-Gabel. We were joined by students, educators, and parents to learn more about college access, community college, and programs. A thank you to Karina and Lyons for their support. They are on my planning committee for organizing events for the Hispanic/Latino/Latinx community as well. You know, youth outreach has become something I've become so passionate about – providing resources for our Latinx youth and the motivation to think about public service. We need more Latinos in state government and young adults is where you plant that seed.
- On December 9th – the Virginia Department of Health's Office of Health Equity held a Vaccine Community Conversation for the Hispanic/Latino/Latinx community to learn about how Virginia is preparing for the COVID-19 vaccine and an opportunity to provide feedback. I heard some really great feedback from leaders around the Commonwealth who want to ensure the availability and support for the Latino community. I want to acknowledge the board members who are always there during these conversations. Thank you. Your voice and supports means so much. I always take a peek at the participant list and am so proud of this board who lead by example by showing up to represent and voice what is needed. I can say without a doubt that at any event we've held, VLAB has been there. Thank you to Paul and Cecilia for providing remarks.
- Lastly coming up on Monday, December 14th – we will be hold a Driver Privilege Card Information Session – only in Spanish. DMV leadership including Commissioner Richard Holcomb will be joining us to Share updates and information for driver privilege cards from the DMV and Discuss documentation that will be required. In addition we'll have:
 - **Elizabeth Ramirez** - Portsmouth District Manager, DMV (will also be interpreting for DMV staff)
 - **Sandy Jack** - Director of Data Management Services, DMV
 - **Sharon Brown** - Director of Driver Services, DMV
 - **Maribel Castañeda** - Director of Latino Outreach, Governor's Office (moderator)
 - **Luis Aguilar** - Virginia Director, CASA Virginia
 - <https://www.facebook.com/events/463871734598908>

We're so thankful for DMV's support to partner with the Secretary of the Commonwealth's office to bring this event. It is their first outreach event on driver privilege cards and we've really helped them work through a good process of speakers

and one of the most important things – is all materials being translated in Spanish so PLEASE share. It will be live on the Facebook so no need to register ahead of time. VLAB's Facebook has it as well.

- I want to mention again that all the webinars we've put together and recorded, we added "Community Webinars" under VLAB's "Resources." This is an archive we can continue to access and share.

On specific engagement:

- Continue to post information on Virginia Latino Advisory Board's Facebook. As of this morning, VLAB has 665 Likes and 750 followers. Let's get that to at least 1,000 in the next few months! The only advisory board over 1,000 followers is the Council on Women (this morning they were a little over 1,200 followers). Some friendly competition there.
- I Continue to join calls regarding Latino and immigrant community concerns with community organizations.
- My focus over the next few months will be supporting any outreach from the administration on COVID-19 and supporting any outreach with driver privilege cards.
- We'll continue to plan our Hispanic/Latino/x community series. Our planning committee is small but mighty- Karina Kline Gabel and Lyons represent VLAB, Canek Aguirre in Northern VA, Beatriz Amberman in Virginia Beach, and Jessica Costa who works with the VDOE. Here are some of the topics we'll look at for early next year -
 - COVID-19 Next Steps – continue to engage with efforts from the Health Department and specifically the Office of Health Equity as vaccines become available
 - Find opportunities to share New Programs – housing, small business, driving privilege cards
 - And Collaborate with the Office of Diversity, Equity and Inclusion - the topic we would like to bring forth is on language access and language barriers at the state level.

Given my dual role – I also wanted to take a moment to talk about board appointments

- We continue making appointments. Our team is wrapping up our year strong and we have added vacancies that will be up in 2021 to our website. This is Governor Northam's last year to make appointments, can you believe it? I know I can't.
- Since our last meeting on October 16, we have had 4 Latinos apply. In total 54 since the beginning of 2020. As members of your communities, please continue to elevate the need for Latinos serving on state boards and commissions or forward us candidates that you recommend.
- As you see from the Diversity Report that Secretary Thomasson runs each year for the General Assembly, we have made a total of 758 appointments this year with 54 of those being Hispanic/Latino. To give you some reference, in 2018, we made 38 Hispanic/Latino appointments, in 2019 we made 22 hispanic/latino appointments for a total of 115 overall. I am happy to say that our administration, at the end of year 3, has

appointed the most Hispanic/Latino members. With another year left, I can't wait for 2021 appointments and continuing to diversify across all areas of boards and commissions.

1:50 p.m. Administration Update: Kelly Thomasson

Commonwealth Secretary of the Commonwealth

- Moment of thanks to staff
- Dedicated staff position to supporting the Boards
- Wrap up 2020 Census engagement
- Redistricting Commission
- Question from Aida—what can VLAB do to help support a full-time outreach position from the admin
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2:00 p.m. Discussion: Criminal Justice Reform Mark Herring

Attorney General of Virginia

- Paul introduces the AG
- Focus conversation on criminal justice reform
- Brittney Whitley on the call
- COVID pandemic challenging for so many people, but have not let the pandemic slow them down, as a lot of it has
 - Defended VA's safety measures in court to help Virginians get through the pandemic as safely as possible. Ensures our recovery is faster if we can get through it as safely as we can
 - Price gouging, over 5k complaints to consumer protection section
 - Moratorium on utility shutoffs
 - Outlined info on tenant rights—Virginians know their rights. Moratorium on evictions remain in place and hopeful Congress will act quickly with a new relief package
- Criminal Justice and Policing Reform
 - Frustrating the slow pace of change
 - Murder of George Floyd and recognition we need to address policing in Virginia
 - Breonna's Law
 - Marcus Alert
 - Training for crisis intervention and implicit bias
 - Pattern & practice investigations into police conduct
 - Marijuana legalization and decriminalization
 - Record expungement
 - Easier process

- VA has some of the least forgiving expungements in the country
- Cash bail reform
 - Current system determines who has money and access to wealth, but not based on danger to the public
- Citizenship question challenge on the census
- ACA case with huge implications for healthcare—AG intervened in Texas challenge to ACA constitutionality
- Filed suit to block efforts to rescind DACA
- Virginia for the first time has passed gun violence prevention measures—AG defending those laws from legal challenges
- SNAP benefits—propose changes that would have made it difficult for 700k Americans to get food assistance, 4,500 Virginians would not lose their food benefits during a pandemic
- ICE facilities
- Discussion with the Board followed

2:59 p.m. Break

3:00 p.m. Administration Update: Dr. Daniel Carey

Health and Human Resources Secretary of Health and Human Resources

- Current status and mitigation efforts
 - FDA approval expected today, vaccines expected in VA next week
 - Virginia has never had more new infections—region by region, NOVA has over 40 new infections per 100k when we were at 8 weeks ago. In far southwest were 90 per 100k residents.
 - Next two months will be very tough in Virginia, even as vaccine distribution occurs
 - Stay-at-home order for 12 am and 5 am. Decrease unnecessary interactions. Universal mask requirement. Lowering the gathering limit from 25 to 10.
 - Monitoring hospital and staff capacity
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- Interventions in Latinx Community
 - Infection rates higher in Latinx communities, immigrant communities in particular.
 - VDH targeting communities through health equity working group.
 - Health equity communication training for staff
 - Health equity pilot project distributing masks and hand sanitizer to marginalized populations. 25,000 Virginians took part in those events
 - Vaccine Community Conversations beginning—public health education and trust
- Vaccines
 - Approval of Pfizer vaccine expected
 - 480,000 doses expected. Two-dose vaccine. Second-dose timeline TBD
 - Focus on high priority populations—elderly, nursing homes, medical workforce
- Working with office of health equity

- Health equity guidebook
- Ensure decisions are made with the health equity lens
- Provide data to ensure high risk populations are reached
- Community forums and listening sessions
- Data from sessions informing priorities and strategies

3:30 p.m. Administration Update: Dr. Janice Underwood

Diversity Equity and Inclusion Chief Diversity, Equity, and Inclusion Officer

- Alaysia Black Hackett—Focus right now on COVID
- Mona—Focus on immigrant and refugee affairs which includes interfacing with the Office of New Americans and its advisory board. First meeting on January 6 2021. Preparing for the legislative sessions. Participated in community conversations with VDH.
- Edgar asks for about the work of the advisory board and Office of New Americans—moved from DSS to . Office hiring two additional employees
- Mona will be part of the next administration for continuity in the Office of New Americans
- Office of DEI—budget allows two FT staff. Share Exec Ass with another agency. Chief DEIO position is codified.
- Paul Berry provided an update on his meeting with Dr. Underwood—drafting email to cabinet secretaries to ask for their definition of senior leadership. Paul did receive org charts but still work to do to identify those staff to work in conjunction with the Office of DE&I
- Ensure we're recruiting and retaining a diverse workforce in every state agency

4:00 p.m. Special Session Debrief Courtney Dozier

Policy Director, Office of the Governor

- Highlights of what we've been able to accomplish together. Finished completing third budget of the year.
- PPE and health
 - Allocated money from COVID relief funds that go to PPE to all CSB
 - Health Equity pilot program to distribute PPE and hand sanitizer
- Expansion of childcare services regardless of documentation
- 40-quarter work requirement was restored in the last session, eliminated February 2021 unless federal gov't does it before then
- Housing
 - Protect people from evictions during the pandemic—can't be evicted for nonpayment through the end of this year. January 1, must participate in Rent and Mortgage Relief Program
 - Utility shutoff moratorium
 - Safe shelter housing for those who cannot isolate effectively

- Money in the housing trust fund – budget to be released on Wednesday. Governor to continue his commitment to the AHTF
- Workforce Development
 - 3 G program—unallotted in the special session, but hopeful to bring it back
 - Wage theft legislation that passed to protect workers from wage theft
 - Can no longer lose your license for failure to pay court fines and fees
- Criminal justice reform
 - Ban on no-knock warrants
 - Ban on neck restraints
 - Limit militarization of police
 - Changes in hiring, firing and decertification of police
 - Establishing Civilian Review Boards
 - Marcus Alert to pair mental health response services and law enforcement interventions
- Upcoming sessions
 - Short session and bill limits
 - Hyperfocus on COVID response and a few other key areas
 - Gov's priorities
 - Restoration of rights
 - Legalization of marijuana
- Language and translation piece—VA does not do it exceptionally well in as many places as we should
- Paul asked when we would get an answer from the Office regarding acceptance or rejection of policy position. Courtney responded she would get back to the Board in a few days
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4:20 p.m. Committee Reports

Business

Civic Engagement

Karina Kline-Gabel reports out. Dr. Max Luna and Ms. Shanteny Jackson

Youth summit participation

Hispanic Awareness month

Education & Workforce

Active on the workforce front and hearing from priorities.

COVID-19 issues and focus on supports for workers, students and parents

Strong focus on addressing systemic racism

Governor's School selection process

Diana Brown: How to remediate learning gap of population of students disadvantaged by COVID-19. Group for Global . Build a Global Ready Virginia by 2030. Prioritizing pathways to ensure our Virginia students are part of the global economy.

Health

Cecilia Barbosa: Met on October 27th. D Sec. Marvin Figueroa joined committee meeting. Health Equity work group. Vaccine is a big priority—ensuring there is good communication and participation with Latino community. Seeing gap in resource access among Latino community. Bridging that gap with trust communication and community members and leaders is a key piece. Elevate mental health conversation within the health agenda.

Business

Leiva: Establishing relationships with Latin-owned businesses. Wants committee to reach out to Latino small business owners. Vibrant community of Latino entrepreneurs, conduct an assessment to see their needs.

Housing

Carmen Romero: Housing Committee met in October. Focused on things in the workplan. Interested in equity statistics around who access the Rental and Mortgage Relief Program, 54% went to Black people, 30% went to White people, and 14% other. Unsure why the Latino demographic not pulled out specifically.

4:40 p.m. Vote to Adopt Elections Procedures Alex Guzman

Secretary, Virginia Latino Advisory Board

Lyons moves

Karina seconds

Aida feels that a year goes by quickly. Feels it takes at least two years to have someone fill the role. Two-year terms seems to be more reasonable, especially when it falls within a transitional year.

Suzanne states it could be a recommendation the Board puts forth. However, it is in code and would have to be a legislative fix.

Josh de Silva—one year elections are important, but can imagine a chair acting differently in their role and being subject to the memberships views every year.

Justin Bell—does not have to be annually, but it is in the bylaws

Cecilia Barbosa—appreciated the ability to continue, it does feel like a two year cycle. As long as there is a way to remove someone who is not functioning, a two-year term makes sense.

Melody-- A chair could be reelected, and there's value in a reelection and creating opportunities on the board for others to fill into leadership.

Aida—every board member has an opportunity to serve two terms. Most officers have fulfilled two terms. What is the criteria for removing an officer?

Suzanne—

Paul Berry—point of technical clarification, this is

Motion to amend the motion to table until next month

Procedures sit on top of the bylaws

Lyons amendment

Second Karina

4:45 p.m. New Business

5:00 p.m. Closing Remarks and Announcements Paul Berry

Adjournment Chair, Virginia Latino Advisory Board

Motion to adjourn (5:10)

Berry

Second: Kline Gabel